

COMPARISON SUMMARY OF RETIREE MEDICAL PLAN COVERAGE PERIODS FOR “MOST CITY” EMPLOYEES

| <i>At time of retirement, if you are...</i> | <i>City of Seattle Preventive</i> | <i>City of Seattle Traditional</i> | <i>Group Health (Standard Plan or Deductible Plan)</i> | <i>Secure Horizons (HMO-Plan 2A, PFFS – Plan 1 or PFFS –Plan 2)</i> |
|---|--|---|--|---|
| Under age 65 | <p>Enroll upon retirement or termination of COBRA.</p> <p>Coverage will continue under this plan only through age 64. Then you can enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company.</p> | <p>Enroll upon retirement or termination of COBRA.</p> <p>Coverage will continue under this plan only through age 64. Then you can enroll in Secure Horizons, one of the Group Health Plans, or an individual plan of your choice with another company.</p> | <p>Enroll upon retirement or end of COBRA.</p> <p>Coverage will continue under this plan through age 64, and then you can enroll in the Group Health Medicare Plan when you turn 65.</p> <p>You may also change plans and enroll in Secure Horizons or an individual plan of your choice with another company.</p> | No coverage available if under age 65 |

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|---|--|--|--|---|
| Under age 65 and have Medicare A & B due to disability when City employment ends. | <p>Enroll upon retirement or termination of COBRA.</p> <p>Coverage will continue under this plan only through age 64. You can then enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company.</p> | <p>Enroll upon retirement or termination of COBRA.</p> <p>Coverage will continue under this plan only through age 64. You can then enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company.</p> | <p>Enroll upon retirement or termination of COBRA in the Group Health Standard <u>Medicare</u> Plan. Coverage will continue when you turn age 65 without re-application.</p> <p>You may also enroll in one of the Secure Horizons plans or an individual plan of your choice with another company.</p> | <p>Enroll upon retirement or termination of COBRA. Coverage will continue under this plan after you turn 65 without re-application.</p> <p>You may also enroll in an individual plan of your choice with another company.</p> |
| Under age 65 and acquire Medicare A & B due to disability <u>after</u> enrollment in an under age 65 retiree plan began | <p>Coverage will continue under this plan only through age 64. You can then enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company.</p> | <p>Coverage will continue under this plan only through age 64. You can then enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company.</p> | <p>You are eligible to enroll in the Group Health Standard <u>Medicare</u> Plan. Coverage will continue when you reach age 65 without re-application.</p> <p>You may also enroll in one of the Secure Horizons Plans or an individual plan of your choice with another company.</p> | <p>You can switch to one of these plans when you first acquire Medicare.</p> |

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|---|--|--|--|---|
| Age 65 and older | No coverage available. You can enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company. | No coverage available. You can enroll in one of the Secure Horizons, or Group Health Plans; or an individual plan of your choice with another company. | Enroll upon retirement or termination of COBRA. | Enroll upon retirement or termination of COBRA. |